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Career Opportunities

for Graduate Veterinarians in the BUREAU OF ANIMAL INDUSTRY

B R
FED C – 1939

Miscellaneous
Publication
No. 671

Foreword

The purpose of this publication is to introduce to you as a student of veterinary medicine, as well as to other interested persons, the Bureau of Animal Industry of the United States Department of Agriculture. This is an attempt to tell you in a few words something of the history, activities, organization, and accomplishments of the Bureau.

It is also an effort to acquaint you, in a forthright and unbiased manner, with the excellent opportunities for a career in veterinary medicine that exist within the Bureau. You will find in the following pages an abundance of information of interest to you relating to the many advantages of Bureau employment.

I would like to urge you to read this from cover to cover. Then keep it with your textbooks or valuable papers. Refer to it from time to time as you pursue your courses in veterinary medicine and plan your future career in your chosen field. You probably will discover, also, that it will prove to be an interesting topic for discussion with your fellow students.

Chief, Bureau of Animal Industry,
Agricultural Research Administration.

Washington, D. C.

Issued October 1948
Revised November 1949

For sale by the Superintendent of Documents, U. S. Government Printing Office
Washington 25, D. C. - Price 10 cents

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Badge worn by
veterinary inspectors
of the
Bureau of Animal Industry

CAREER OPPORTUNITIES FOR GRADUATE VETERINARIANS IN THE BUREAU OF ANIMAL INDUSTRY

Brief History of the Bureau

THE BUREAU OF ANIMAL INDUSTRY was established on May 29, 1884, by an Act of Congress. It is one of the major organizational units of the United States Department of Agriculture. In the course of nearly two-thirds of a century since the Bureau's creation it has acquired several noteworthy attributes and traditions. For instance, it is the oldest Bureau of the Department of Agriculture. It also is the only major unit of the Department that has retained its original name. This is quite a distinction, considering the many changes in the Department's organizational structure throughout the years.

The law which created the Bureau requires its chief to be a veterinarian. The first chief was Dr. D. E. Salmon, followed in turn by Dr. A. D. Melvin, Dr. John R. Mohler, Dr. A. W. Miller, and the present chief, Dr. B. T. Simms, who was appointed to that position in 1945. In terms of the number of years of service of its various chiefs, the Bureau has been noticeably stable, as their average period in office exceeds 15 years. This in itself is a tribute to the high type of leadership which the Bureau has been fortunate in receiving from these outstanding veterinarians during the period of its existence.

Scope of the Bureau's Activities

The Bureau conducts scientific investigations of the cause, prevention, and treatment of diseases of domestic animals, fur animals, and poultry; investigates the existence of such maladies; and directs or aids in their suppression. Exclusion from the United States of dangerous infections that would curtail the production of livestock and livestock products has received particular attention. A number of regulatory acts are administered by the Bureau, including the Federal Meat Inspection Act, the Animal Quarantine Acts, the 28-Hour Law, the Diseased Animal Transportation Acts, and the Virus-Serum-Toxin Act. As provided in the Tariff Act of 1930, the Bureau also issues certificates of pure breeding for acceptable breeding animals offered for importation.

To be more specific, among the infectious maladies receiving prominent attention are tuberculosis, brucellosis, anaplasmosis, scabies, hog cholera, swine erysipelas, anthrax, rabies, equine sleeping sickness, fowl paralysis, pullorum disease, Newcastle disease, coccidiosis, and venereal

trichomoniasis. The Bureau also conducts research on the prevention of livestock losses caused by poisonous plants. It likewise conducts extensive field and laboratory studies on parasitic diseases, including the effects of drugs on host animals and their parasites. Other experimental work deals with the breeding and feeding of domestic animals, including poultry, rabbits, and pen-raised fur animals, and with improving the quality and usefulness of their products.

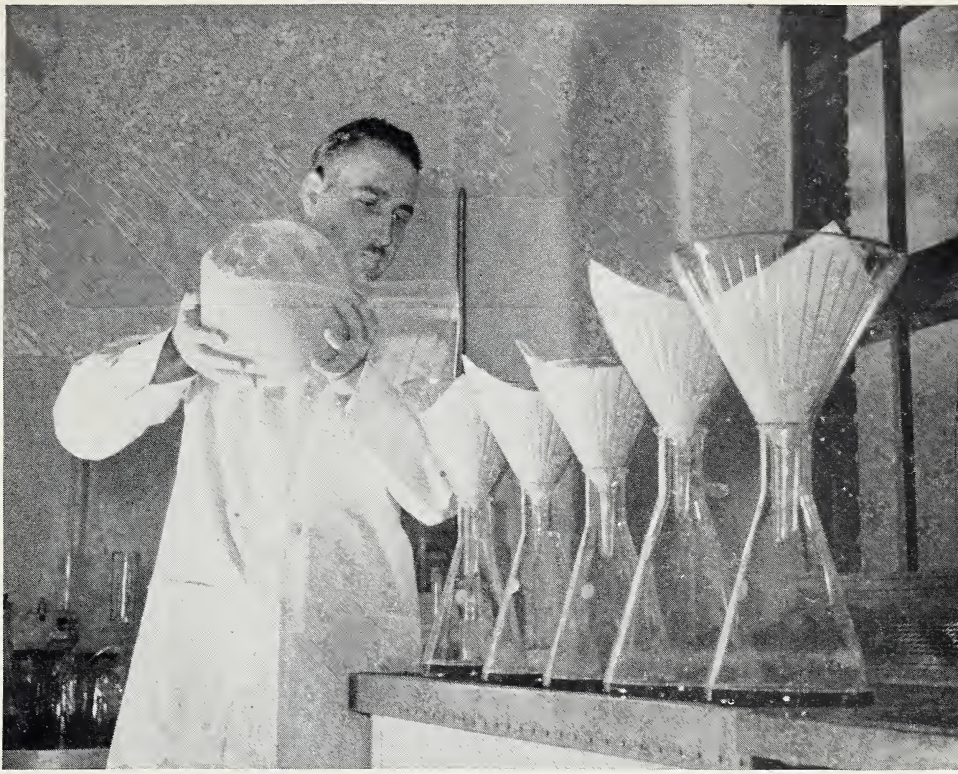
Such investigations include the development of: Superior strains and crossbred types of beef cattle; strains of hogs with capacity for rapid growth and economy of gain, high fertility, and quality of carcass; types of sheep that are most efficient in producing high-quality meat and wool; improved types of horses through breeding and selection; and strains of chickens and turkeys that excel in egg and meat production. The Bureau also supervises national plans for improving the production and breeding qualities of chickens and turkeys and reducing their mortality. It likewise conducts feeding studies made to acquire information on the nutritive requirements of livestock and poultry and to formulate improved rations.

Prominent among the regulatory and service functions of the Bureau is the Federal meat inspection service, which is one of the largest units of the Bureau. It conducts numerous types of inspection to insure the wholesomeness of meat and meat-food products. Sanitation in accordance with advanced principles of meat hygiene is required. The inspection applies to the slaughter and processing of cattle, swine, sheep, goats, and horses, and to food products derived from them, intended for interstate commerce. The inspection and certification have been extended to include the preparation of canned wet foods for dogs, cats, and other meat-eating animals when manufacturers request this service.

At the present time, the Bureau is cooperating with the Republic of Mexico in controlling and suppressing an outbreak of foot-and-mouth disease in that country. Moreover, it is maintaining an extensive quarantine and patrol along the Mexican-United States border to prevent the introduction of foot-and-mouth disease into this country.

Among the current field campaigns being conducted by the Bureau in the United States to control and eradicate livestock diseases are the testing of herds of cattle for tuberculosis and brucellosis and the eradication of scabies from cattle, sheep, and goats. Like many other activities of the Bureau, these programs are being carried out in cooperation with State officials and agencies having similar objectives.

It is regretted that space limitations will not permit a more detailed portrayal here of the extensive scope of the Bureau's functions. A more comprehensive description of these various activities and their results appears in the Bureau's annual report. If you are interested in that publication, you may obtain a copy of it upon request to the Bureau of



Veterinary research worker preparing antitoxin at the Bureau's Animal Disease Station, Beltsville, Md.

Animal Industry, Agricultural Research Administration, United States Department of Agriculture, Washington 25, D. C.

Organization of the Bureau

For convenience of administration, the principal activities of the Bureau are distributed among 13 divisions. The names of these divisions and a brief description of the functions assigned to them are given below:

Administrative Services Division. Carries out the Bureau's procurement program and its property, equipment, records, and space-allotment activities.

Animal Foods Inspection Division. Inspects, certifies, and identifies the class, quality, quantity, and condition of canned wet animal foods manufactured by commercial establishments voluntarily participating in the inspection program.

Animal Husbandry Division. Develops, through research, methods designed to improve the productivity and quality of domestic farm animals, including poultry and fur-bearing animals raised in captivity; applying such methods as will improve the quality and quantity of their products.

Budget and Fiscal Division. Carries out the budget and fiscal program of the Bureau, involving the development of budgets, control of funds, and auditing of expenditures.

Information Division. Prepares and issues informative material of public interest relating to Bureau activities; and edits scientific and other publications.

Inspection and Quarantine Division. Administers acts prohibiting importation of livestock and animal byproducts from foreign countries where communicable diseases exist; cooperates with foreign, State, or municipal governments in control and eradication of communicable livestock diseases; and administers regulations relative to humane handling of export livestock.

Interstate Inspection Division. Administers regulations governing the interstate movement of livestock to prevent the spread of communicable diseases and parasitic infestations, as well as regulations governing the humane handling of livestock in interstate shipment; and directs field campaigns for the eradication of cattle-fever ticks and scabies and for the control of hog cholera.

Meat Inspection Division. Inspects meats and meat food products moving in interstate and foreign commerce to assure their wholesomeness and fitness for human consumption as required by the Meat Inspection Act as amended.

Pathological Division. Conducts research on nonparasitic diseases of domestic animals and poultry; investigates livestock poisoning by plants; and carries on pathological research for other divisions of the Bureau.

Personnel Division. Carries out the Bureau's personnel management program, exercising jurisdiction over position classification, organization, employment, training, personnel relations, and safety activities.

Tuberculosis Eradication Division. In cooperation with the States, carries out programs designed to eradicate bovine, avian, and swine tuberculosis, paratuberculosis in cattle, and brucellosis in domestic animals, including direction of the testing and elimination, by slaughter, of animals affected with the diseases mentioned.

Veterinary inspector engaged in foot-and-mouth disease eradication work during an outbreak in the United States

Virus-Serum Control Division. Administers regulations governing the preparation, marketing, and distribution by commercial establishments of veterinary biological products intended for the treatment of domestic animals, and those regulations prohibiting the distribution of worthless, harmful, or contaminated veterinary biologics.

Zoological Division. Conducts investigations of parasites and parasitic diseases of domestic animals and poultry; and carries on zoological research for other divisions of the Bureau.

The divisions of the Bureau employing veterinarians are as follows: Meat Inspection Division, Tuberculosis Eradication Division, Inspection

and Quarantine Division, Interstate Inspection Division, Virus-Serum Control Division, Pathological Division, Zoological Divison, Animal Husbandry Division, and Animal Foods Inspection Division. The first three of these divisions utilize the services of the majority of the veterinarians in the Bureau; the next three divisions employ a rather substantial number; and the last three divisions require the services of only a limited number of veterinarians.

The greater proportion of the work of most divisions of the Bureau is carried out by field stations and experimental farms that serve the needs of the public throughout the country. It follows, therefore, that most of the employees of the Bureau are located throughout the United States, only a relatively small number of them being stationed in Washington, D. C. Currently, the total number of employees in the Bureau exceeds 6,000, of which nearly a third are veterinarians.

Bureau Accomplishments

The Bureau has gained world-wide recognition for its accomplishments, many of which have contributed in large measure to the protection and improvement of the livestock industry of the Nation. Among these, from the standpoint of broad public service, are its successes in the eradication of cattle-tick fever; protecting the United States against the dreaded foot-and-mouth disease and entirely eradicating several outbreaks; control and practical eradication of tuberculosis in cattle; and control of hog cholera. Another notable achievement of the Bureau is the organization and development of the Federal meat-inspection service to its present high degree of efficiency in safeguarding consumers against unwholesome meat. The Bureau's research workers have made many outstanding contributions to veterinary science and related fields of research, including research in animal breeding and nutrition.

You may consult technical accounts of such studies in most agricultural and scientific libraries. But if you want just a quick résumé of the Bureau's scientific achievements you will find it conveniently in a series of concise reports known as Research Achievement Sheets. These are available upon request to the Agricultural Research Administration, United States Department of Agriculture, Washington 25, D. C.

Here are some of the subjects covered in these Research Achievement Sheets together with brief comments on the practical value of the achievements:

CATTLE FEVER RESEARCH ADVANCES MEDICAL KNOWLEDGE. A report on the brilliant discoveries of three Bureau scientists, Smith, Kilborne, and Curtice, who showed for the first time that a disease-producing micro-organism can be transmitted by an intermediate host or carrier.

Inspectors, assigned to duty in Mexico, disinfecting their rubber garments after leaving a farm infected with foot-and-mouth disease

HOG CHOLERA CONQUERED BY SERUM-VIRUS TREATMENT. An account of the classical research work of Dorset, McBryde, and Niles, who first discovered the cause of hog cholera and a successful immunizing treatment.

PHENOTHIAZINE, VERSATILE DRUG FOR CONTROLLING LIVESTOCK PARASITES. A description of a highly effective practical means of reducing heavy losses caused by internal parasites of horses, cattle, sheep, and swine.

PROTECTING MAN AGAINST TRICHINOSIS. A report of research work that underlies the modern practices of cooking pork well, both in homes and industrially, as a health safeguard.

STRAIN 19 VACCINE CURBS LOSSES FROM BRUCELLOSIS. An account of extensive, persistent, and successful experimentation that has provided protection against bovine brucellosis, a disease that long caused heavy losses.

Sanitation system controls swine roundworms. A research achievement that annually saves swine growers millions of dollars, through a simple practical method of protecting pigs against roundworms, one of the worst pests of swine.

Small-type turkey successfully developed. A result of research in the field of genetics, having broad appeal to turkey producers and consumers alike.

Protection against foot-and-mouth disease has scientific basis. An account of veterinary studies, illustrating the manner in which scientific findings provide a basis for sound legislation and regulations.

Effective drug treatment for hookworms. A description of the manner in which Bureau scientists combined their knowledge of chemistry, parasitology, and biology to evolve a treatment for hookworms, useful in both veterinary and human medicine.

Ham spoilage reduced by improved curing methods. An example of the beneficial results of research suggested by Bureau employees engaged in Federal meat inspection, who had observed extensive spoilage of hams.

Rapid method of tattooing hogs. An account of a mechanical device, developed by Bureau veterinarians in cooperation with livestock marketing officials, that has many practical uses in agriculture, industry, and research.

Catalog of animal parasites of the world. A description of the resourceful manner in which several scientists evolved an extensive card catalog that is virtually a combination of rogues' gallery and doomsday book for dangerous parasites.

Although the foregoing list includes only a small proportion of the scientific achievements of the Bureau's personnel, it illustrates the varied fields of work it carries on and the wide scope of opportunity available to Bureau staff members. Employees must expect to work on projects assigned to them but, even in the performance of assigned operations, there is opportunity for the display of scientific talents which the Bureau seeks to discover and develop.

Employment Opportunities for Graduate Veterinarians

The Bureau offers excellent opportunities for careers in veterinary medicine, under the Civil Service merit system, to graduates of recognized veterinary colleges. In this largest organization of its kind, you will find progressive policies, sound personnel practices, a continuing interest in you as an individual employee, and personal satisfaction in the performance of important and beneficial public services. The Bureau affords you an unexcelled choice of branches of veterinary

Veterinary inspector examining cattle being shipped by airplane

science in which to pursue your career, including various animal disease control and eradication activities, Federal meat inspection, control and supervision of the production of veterinary biological products, and research in animal diseases and parasites.

You will have the opportunity of furthering your education and broadening your knowledge of the whole field of veterinary science by working with experienced and capable veterinarians of the Bureau and by transferring from one type of activity to another. You will find that every effort will be made to give you an assignment in the geographical location of your choice and that career advancement within the Bureau is available to veterinarians who are progressive and efficient, possess initiative, and develop the capacity for leadership. Since the success of any organization depends primarily upon these characteristics in its employees, the Bureau is anxious to attract veterinarians who possess them.

Listen carefully to the representative of the Bureau when he discusses employment possibilities with you and take the long-range viewpoint in choosing your career as a veterinarian.

Salary and Promotion

Positions in the Federal Government are placed in what is known as "classification grades." The classification grade of a position is determined by the nature of the duties and the responsibilities involved in it. The salary rate of the position depends upon the classification grade in which it is placed. Veterinary positions of the Bureau are in seven classification grades of the General Schedule (abbreviated "GS"). These grades and the salary rates of each are given in table 1.

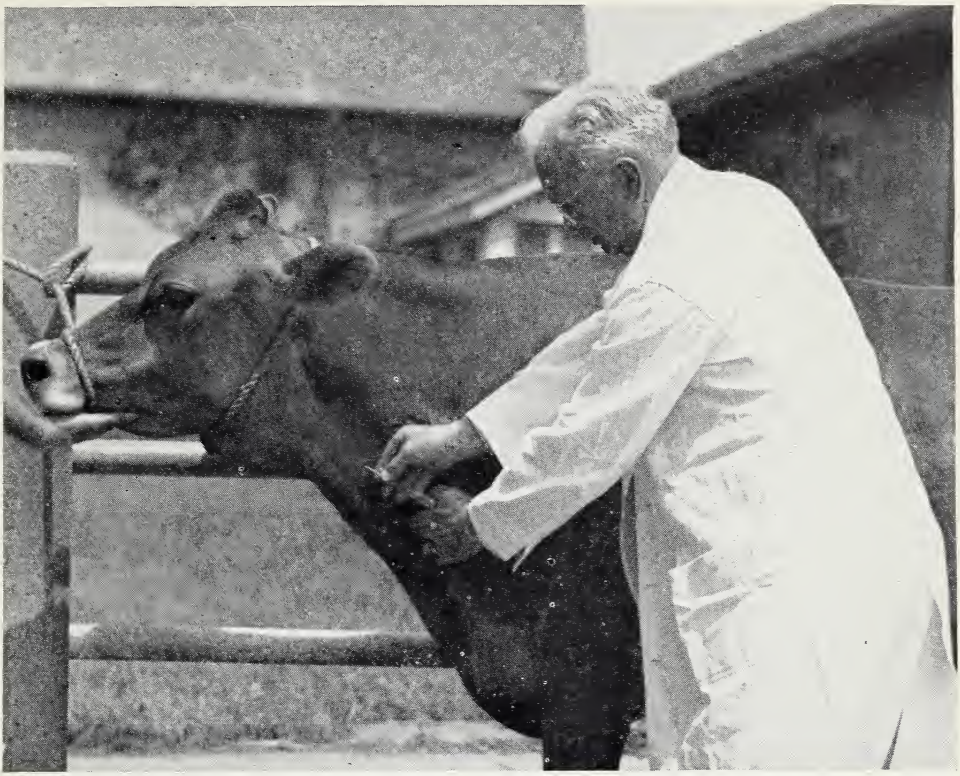
TABLE 1.—*Annual salary rates, by grades, of veterinary positions in the Bureau of Animal Industry as of November 1949*

Classification grade	Entrance annual salary rate	Intermediate annual salary rates					Top annual salary rate
GS–7	$3,825	$3,950	$4,075	$4,200	$4,325	$4,450	$4,575
GS–9	4,600	4,725	4,850	4,975	5,100	5,225	5,350
GS–11	5,400	5,600	5,800	.....	6,000	6,200	6,400
GS–12	6,400	6,600	6,800	.....	7,000	7,200	7,400
GS–13	7,600	7,800	8,000	.....	8,200	8,400	8,600
GS–14	8,800	9,000	9,200	.....	9,400	9,600	9,800
GS–15	10,000	.....	10,250	10,500	10,750	.....	11,000

An individual appointed or promoted to a position in a particular classification grade is initially paid the entrance salary rate of the grade. At regular intervals thereafter he is promoted to the next higher salary rate until the top salary rate of the grade is reached, provided his services and conduct are satisfactory and he does not receive promotion to a higher classification grade and salary in the meantime. Regular promotions within the grade occur every 52 weeks in grades GS–7 and GS–9 and every 78 weeks in grades GS–11 and above.

Persons who have a degree in veterinary medicine from a recognized college or university, and whose scholastic training included at least 1 year of preveterinary medicine and 4 years of regular veterinary medicine, are now eligible for appointment in grade GS–7 with an annual salary of $3,825.

The GS–7 grade is the lowest operating grade for veterinarians and you can readily understand, therefore, that you really would be just starting on your career in the Bureau when you are appointed to that grade. Excellent opportunities exist for promotion to grade GS–9 and right on up through the higher grades. This is true not only because a much larger number of veterinary positions of the Bureau are in the higher classification grades than was the case a few years ago, but also because many of the veterinarians now occupying the higher grades are approaching retirement age, which will create opportunity for promotions all



Veterinarian drawing samples of blood for use in testing for brucellosis

along the line. Moreover, the Bureau is intensely interested in continually improving the opportunities for a career service for its employees and is constantly striving for that objective.

Naturally, your promotion to the higher classification grades would depend primarily upon your individual performance—the opportunities exist if you take advantage of them. The door to advancement will be open to you if you properly demonstrate on the job these basic qualification factors—a progressive attitude, efficiency, initiative, and, for supervisory positions, leadership ability. This is a challenge—you know whether you are equal to it. In planning your career, think about this opportunity and the desirability of becoming associated with the Bureau.

Regular Income and Steady Employment

Your employment in the Bureau will enable you to be reasonably sure of a good job with a regular income that may be depended upon

year after year provided your services and conduct are satisfactory. All of this is important from an over-all viewpoint in planning your career as a veterinarian and it takes on added emphasis when you have family obligations. Such stability of income and employment is not found in many types of endeavors. Usually outside the Federal service these factors are subject to considerable fluctuation, depending upon the general economic conditions in the country.

Hours of Duty

Veterinarians in the Bureau of Animal Industry work 8 hours a day and 40 hours a week. The workweek usually consists of 8 hours daily on Mondays through Fridays, with Saturdays and Sundays "nonduty" or "off" days. These hours make it possible for you to perform your duties with maximum efficiency by giving you ample opportunity for relaxation and rest.

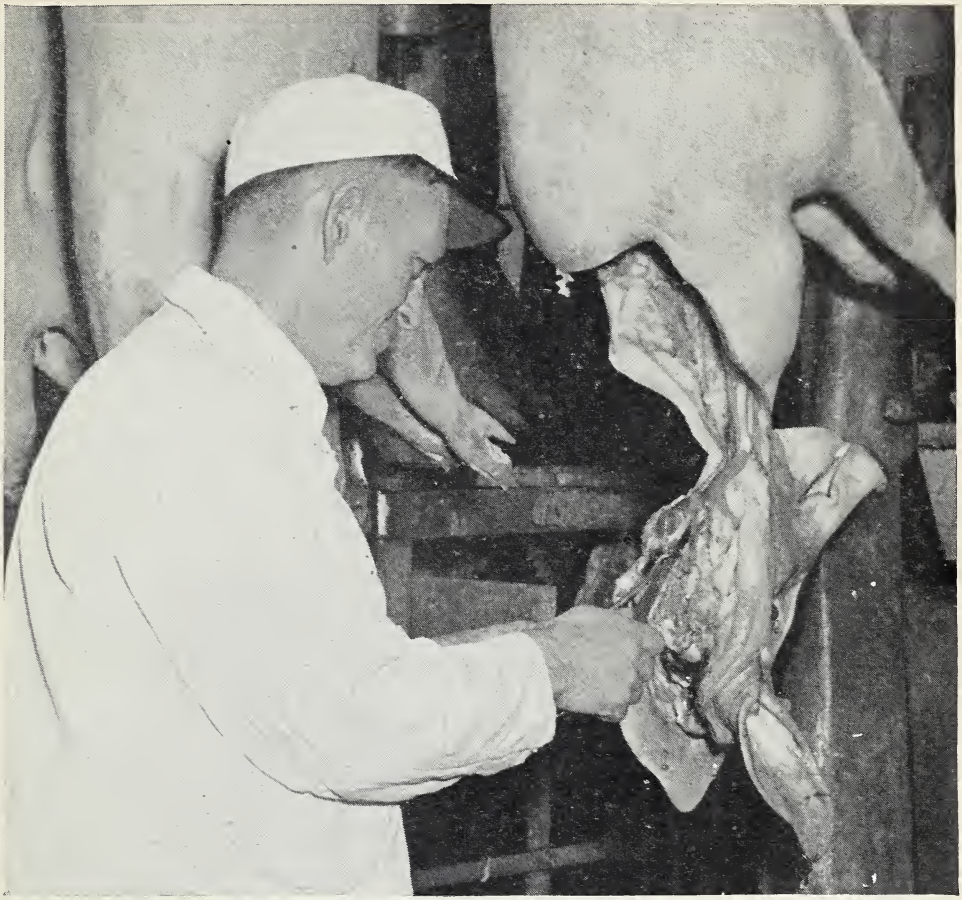
Leave Benefits

There are several different types of leave benefits to which you will be entitled.

Annual Leave.—You will earn 26 days of annual leave with full pay each year. The total amount of such leave to your credit may be granted at one time or it may be used in periods consisting of one or more hours at a time or one or more days at a time. If you do not use it during the year in which earned, such leave may be carried over to your credit from year to year up to a maximum of 60 days' accumulation. Annual leave is intended for vacation purposes or to permit you to be absent from duty for personal reasons, to the extent indicated above, during normal working hours without loss of pay. No charge is made against your annual leave credit for Saturdays and Sundays occurring within a period of annual leave taken.

Sick Leave.—You will earn each year, without loss of pay, 15 days of sick leave (1¼ days per month), which may be taken provided you are actually unable to perform your duties by reason of illness. Time required for medical, dental, or optical treatment is also covered by sick leave. Any portion of the sick leave that you do not use during the year may be carried over to your credit up to a maximum accumulation of 90 days. This is an important feature as it affords you a considerable measure of financial protection in the event of prolonged illness or hospitalization. Here again no charge is made against the sick leave to your credit for Saturdays and Sundays occurring within a period of sick leave.

Military Leave.—If you are a member of the National Guard or of a reserve component of the Army or Navy, you will be entitled to a maxi-



Inspection of glands of the head,
one of the steps in Federal meat inspection

mum of 15 calendar days of military leave each year without loss of pay (and without charge against your annual leave) to cover absence from duty for the purpose of military training, instruction, field exercises, etc. This is of especial interest to many veterinarians since a considerable number of them are members of the Veterinary Reserve Corps of the Army.

Educational Leave.—If you wish to pursue full-time graduate work or other advanced studies at a university or other similar institution you may be granted leave without pay from your Bureau position for that purpose under certain conditions, provided there is an intent on your part to return to the Bureau upon the completion of such studies. This is in line with the desire to assist employees in better equipping them-

selves for more effective public service and for career advancement in the Bureau.

Compensation and Medical Benefits for Service-Connected Illnesses or Injuries

If you become ill or are injured and the illness or injury is found to be attributable to your official work, you will be entitled to medical attention and hospitalization as well as compensation benefits, all of which are provided *free of charge* by the Bureau of Employees' Compensation of the Federal Security Agency. The medical attention and hospitalization (where necessary) are provided free of charge in the case of any illness or injury which is service-connected. The compensation benefits amounting to 66⅔ percent of your monthly salary (75 percent if you have a dependent) become payable if the service-connected injury or illness necessitates your absence from duty for a sufficient period that you are in a nonpay status from the Bureau for more than 3 days.

You may elect to be granted all of your allowable sick leave and receive full salary for the period of such sick leave before receiving the compensation benefits described above, or you may elect to receive the compensation benefits beginning with the fourth day of absence from duty and save the sick leave to your credit. This is entirely optional with you in all cases. These benefits, which cost you nothing, are particularly important, because the duties of most veterinarians are considered more or less hazardous. Many veterinarians outside the Federal Government pay high premiums for insurance policies furnishing similar protection.

Attractive Retirement System

It is difficult to find a sounder or more attractive retirement system than that provided for Federal employees. This retirement plan is one of the outstanding advantages of Federal employment and deserves serious consideration by you and other individuals who are planning a career in the field of veterinary medicine.

Some of the highlights of the retirement system are as follows:

1. With 30 or more years of service you may retire optionally at any time after attaining the age of 60 and receive full annuity. (The amount is determined primarily by salary and length of service, as described later.)

2. With 30 or more years of service you may retire optionally at any time between the ages of 55 and 60 on a slightly reduced annuity. The reduction in annuity in such cases amounts to about 3 percent for each year under the age of 60. For example, if you retire at age 55 you

Veterinarian demonstrating method of immunizing pigs against hog cholera

would receive about 85 percent (a reduction of 15 percent) of the full annuity to which you would be entitled at age 60.

3. With 15 or more years of service you may retire optionally at any time after attaining the age of 62 and receive full annuity.

4. With 5 or more years of service, if you become totally disabled for useful and efficient service, you may retire on account of disability, regardless of age, and receive full annuity.

5. With 15 or more years of service you must retire upon reaching the age of 70 and you will receive full annuity.

6. If you should resign or otherwise become separated from the Federal Government after completing 5 years of service and before

reaching the retirement ages specified above, you will be entitled to a future annuity upon reaching the age of 62.

The amount of your annuity is determined by the number of years of Federal service to your credit and your highest average annual salary for any five consecutive years. If the highest average salary is less than $5,000, the annuity may be computed by taking 1 percent of such average salary, adding $25 to the figure so obtained, and multiplying the sum by the number of years of service. If the highest average salary is $5,000 or more, the annuity may be computed by taking 1½ percent of such average salary and multiplying it by the number of years of service. Table 2 illustrates the amount of annuity for the average salaries and number of years of service given.

TABLE 2.—*Amounts of annuity receivable, by salary and years of service* [1]

Number of years of service	Highest average salary	Amount of annuity
30	$4,000	$1,950
30	5,000	2,250
30	6,000	2,700
30	7,000	3,150
30	8,000	3,600
40	4,000	2,600
40	5,000	3,000
40	6,000	3,600
40	7,000	4,200
40	8,000	4,800
45	4,000	2,925
45	5,000	3,375
45	6,000	4,050
45	7,000	4,725
45	8,000	5,400

[1] This table is applicable to cases of retirement at age of 60 or more, except that in cases of retirement for disability it applies regardless of age.

The Federal retirement system is operated on the basis of contributions by the employees covered by it and contributions made by the Government itself. Your contribution would be 6 percent of your salary, which is automatically deducted from each pay check. This deduction represents one of the best investments that you could possibly make. The small contribution you make undoubtedly guarantees you the highest annuity obtainable under any participating or purchasable system—a statement that can be verified by checking the cost of a similar amount of annuity with any insurance firm. This retirement plan gives you the assurance of regular income for taking care of yourself and your family during the later years of life and also makes it possible for you to retire and enjoy life, pursuing purely personal interests, if you so desire, at a much earlier age than in most types of employment. Moreover, it is

Range rider assigned to patrol duty on the United States-Mexican border to enforce quarantine regulations

impossible for you to lose the amount deducted from your salary for retirement purposes because, in the event you leave the Federal service before becoming eligible for an annuity, all of your deductions together with interest on them at the rate of 3 percent compounded annually will be refunded to you. Should the death of an employee occur after he has completed 5 or more years of service, annuity benefits are provided for his widow and/or children and if there is no widow or children the employee's retirement deductions together with interest on them will be paid to his beneficiary, estate, or next of kin.

This information will give you an idea of the advantages of the retirement system. However, there are many other benefits. Among these are different types of annuities obtainable and the privilege of making additional voluntary deposits in the retirement fund for the purpose of increasing the ultimate annuity payable. Think carefully about the protection and the many benefits afforded by this retirement system in choosing your career as a veterinarian.

Summer Employment of Students

An effort will be made to offer summer employment in the Bureau on a full-time basis to a limited number of students between their junior and senior years at veterinary college. During this period they will be given the opportunity to work with and assist experienced veterinarians in conducting the various activities of the Bureau. This work affords a real chance for some practical experience and a means of obtaining first-hand information on activities of the Bureau requiring the services of veterinarians.

A representative of the Bureau will contact students about the possibility of summer employment before the completion of their junior year in veterinary medicine. At that time he will be able to furnish information as to the specific activities and locations available for such employment. Take one of these summer jobs if the opportunity is presented—learn for yourself that the Bureau of Animal Industry is a good place in which to work and that it offers attractive careers in veterinary medicine.